

Working in the Time of COVID-19 Oral History Project
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Tersa Gavlinski
Transit Operator, King County Metro
Member, ATU 587

Interviewee: Tersa Gavlinski

Interviewers: Conor Casey

Subjects: COVID-19, pandemic, transit driver, bus driver, transit worker, operators, ATU, Amalgamated Transit Workers, personal protective equipment, PPE, King County Metro, frontline workers, essential workers, passenger

Location: Des Moines, Washington via Zoom

Date: September 11, 2020

Interview Length: 00:43:20

File Name: GavlinskiTersa_2020_C19_Video_Interview_Completed.mp4

CONOR CASEY 00:00:18: Good morning. It's September 11, 2020. And this is Conor Casey interviewing Tersa Gavlinski for the "Working in the Time of COVID-19 Oral History Project." Tersa, I just wanted to make sure that it's okay with you that we record this interview and that you consented being part of the Labor Archives.

TERSA GAVLINSKI 00:00:38: Yes. Okay.

CONOR 00:00:40: Thank you so much. I really appreciate you being part of this project. I wonder if you might be able to say your name and, and spell your first and last name for folks.

TERSA 00:00:53: Tersa Gavlinski first name is T-e-r-s-a last name G-a-v as in Victor, l-i-n-s-k-i.

CONOR 00:01:05: Thank you. And, if you're comfortable with it, one of the things we're trying to do is establish demographic information. So if you're comfortable, I wonder if you could say how old you are and where you were born?

TERSA 00:01:20: Could you repeat that? Sorry—

CONOR 00:01:21: Sure! If you're comfortable with it, I wonder if you could say when you were born and where you were born?

TERSA 00:01:27: Okay, I was born June 29, 1971, in Bottineau, North Dakota.

CONOR 00:01:35: And what is your gender and what are your preferred pronouns?

TERSA 00:01:42: Female. She, her is fine.

CONOR 00:01:44: Okay. And what race or ethnicity do you identify as?

TERSA 00:01:51: Caucasian.

CONOR 00:01:53: Okay. And could you say where you live right now?

TERSA 00:01:57: We're in Des Moines, Washington.

CONOR 00:02:00: Okay, thanks. So I'm hoping to now move into a little bit of information about your job and where you work. What's your occupation or profession?

TERSA 00:02:13: Part-time transit operator. I work for King County Metro.

CONOR 00:02:19: And how long have you worked there in that job?

TERSA 00:02:23: It's been about eight and a half years.

CONOR 00:02:26: Okay, and that's eight and a half years at the same place of employment?

TERSA 00:02:31: Yeah.

CONOR 00:02:32: Okay. And are you a member of a union?

TERSA 00:02:36: Yes, ATU [Amalgamated Transit Workers] 587.

CONOR 00:02:40: Okay. And how long have you been a member of that union?

TERSA 00:02:44: Since the beginning, like eight and a half years! (*laughs*)

CONOR 00:02:49: Okay, and to become a driver do you have to go through kind of a union-administered training program?

TERSA 00:03:00: I know you have to go through a training program— I didn't know if it was the union or who. (*laughs*) But you kind of got a— four days of drive— of training before you took a test and then you got more training through the actual job. .

CONOR 00:03:17: Oh, okay. And have you served any offices within the union, or have you run for office?

TERSA 00:03:26: No, I haven't.

CONOR 00:03:27: Okay. And one of the first ways to start is to really look at: how has your work been impacted or disrupted by the pandemic?

TERSA 00:03:41: It became really different right away, I guess, in that they cut a significant portion of the of—the routes, and so even somewhere back around March 10, my first half of my shift was cut. So then I just— I still had to go into work and hang out on my bus for about an hour and a half before I could start my second piece of work! (*laughs*) But then, what else? It was like things gradually rolled out little by little, like as far as mask wearing or like what was expected of people. Rear boarding, I think, happened right away, and they didn't charge people for getting on the bus. And then that— I don't think that's where they primarily got their income source, but then it became— I think it's sort of like a financial issue, but the union has fought hard for our safety, and so we still don't have any front boarding, because they haven't been able to agree on a shield that is— works and is safe. It's kind of in the process right now, where they're trying to test them out to make sure the reflection doesn't cause too much of a problem.

CONOR 00:05:32: Thank you. So I think I know the answer to this one, but I just wanted to clarify: You all were designated frontline workers and essential workers by the stay at home order, is that right?

TERSA 00:05:44: Yes.

CONOR 00:05:45: Okay. You touched on this, but I thought we'd talk a little bit about health and safety concerns. Did you ever feel in danger on your job as a result of the pandemic?

TERSA 00:05:57: I mean—moderately, just because you're exposed to the public and you're in a closed airspace. But I, personally, would try to calm my parents' fears when it came to thinking about that because I would have like a minimum number of people per day and it seemed like, like maybe 10 maximum. And so, compared to a driver that's working 8 or 10-hour days, I don't have the same

exposure rate. And I tried to you know, clean my own work area, even though they're doing more deep cleaning on the buses and stuff. So I bring sanitary wipes and wipe down the steering wheel and everything: the microphone and the intercom; all the— all the stuff around me. And did your employer provide personal protective equipment? And when did they do that?

TERSA 00:07:07: Eventually— (*breathes*) I might have to look that up! But I want to say it happened in May. (*laughs*) As far as the masks and gloves and wipes. They had different times when that was rolled out, but it was much later than they should have!

CONOR 00:07:26: That's interesting because the order went into place in the middle of March!

TERSA 00:07:35: Yeah!

CONOR 00:07:35: Yeah—

TERSA 00:07:39: It's still an issue about how to enforce passengers wearing masks on buses! (*laughs*)

CONOR 00:07:45: Yeah. Yeah! I would love to circle back to that in a minute, because it sounds like a real safety issue there. Did you all receive hazard pay as a result of the pandemic? Did you get hazard pay?

TERSA 00:08:01: I don't think so. We recently received a kind of a check, and I'm not sure if that's exactly what it was for. I know that they were arguing for it in the union. But then, by the time we were arguing for it, we were also trying to like keep our contract, which is something that they agree upon every three years. And they had agreed to it and then the pandemic happened, and then they're sort of like: "Well, maybe not!" (*laughs*) We had a big letter writing campaign and trying to get lots of people to talk to the Seattle City Council and most of the people ended up supporting us to have that contract go through But [King County Executive] Dow Constantine didn't want to since they are having budgetary issues, and they're trying to make cuts wherever they can. But we really felt it was unfair to have the frontline workers be the ones that were cut! And they still did end up cutting; 2,200 part-timers were let go in August. And that's a first for Metro, like they have always tried to reduce lots of different avenues. I don't think they've ever laid anyone off before. But I don't know if I answered your question. (*laughs*) We did get \$1,000. I don't think it was for hazard pay. I think it was for something else, but I can circle back with you. (*laughs*)

CONOR 00:09:49: Wow. What you're describing is something that I was gonna come around to anyway, which is that: You all were in the middle of contract negotiations, and so am I understanding you correctly, that you're saying that you had bargained it and they'd come to an agreement and then they kind of finagled out of it at the last minute because their budget had changed? So they decided that

they weren't going to necessarily give you the cost of living increases or whatever that they had originally agreed to?

TERSA 00:10:15: Well, they tried! And then, I think with enough union pressure and letter writing from the drivers, talking to their representatives on the Seattle City Council, they were able to convince the majority—I think it was like a eight to nine, or like- I think one person voted against it. But everybody else voted to keep the contract the way it was, so we did end up getting our cost of living raise and this thousand dollars (*laughs*) which maybe was hazard pay?

CONOR 00:10:56: So do I understand correctly because you all are public employees, you have to— Those things have to be approved by the Council and maybe the County Council too, to bargain— or finalize the contract?

TERSA 00:11:10: That's what I understood.

CONOR 00:11:12: So if the contract did pass, how are they able to lay folks off in August? That's interesting.

TERSA 00:11:22: Um, I'm not sure— I don't know why they were able to.

CONOR 00:11:33: Do you happen to know— If the county tried to change its terms a little bit in the finalized contract, did the union try to add any terms relating to health and safety or anything relating to the pandemic in the last round of the contract as they went to towards approval?

TERSA 00:11:53: I think they just wanted— I know they were fighting for health and safety this whole time. But I think they just wanted the Council to honor what they had already kind of agreed to. So I don't know that they added anything.

CONOR 00:12:17: Yeah, so— I know that ATU 587 is more of an industrial model, right? So it's, it's the bus operators and the transit operators, and folks that work in the shop, right? And the people who service the vehicles and clean them? Are they all represented?

TERSA 00:12:35: I believe so.

CONOR 00:12:37: Okay. I'm just wondering if you could paint a picture or describe a little bit about how the employer, and the union, and your co-workers have responded to these overall events? You've touched on this, but what is your general impression about how that's been?

TERSA 00:12:57: Well, all my co-workers sort of represent all of Seattle, in a way; it's just like a slice right through. There isn't necessarily a "kind of person." And so, there were lots of people that were

like— I know there was a mechanic that I dealt with who thought the pandemic was a conspiracy theory made up at the beginning and he just thought— And others were "mask shaming" if people started like before. There was two operators that I know of that started before March wearing a mask, and they got a lot of flack for it! And even when even when the rule was finally instated, there was still even desk people that would kind of half-ass, do it! *(laughs)* And so, it became this gradual, higher and higher percentage of people that would wear a mask, even at work! *(laughs)* And it's like, there's some that would believe that "If you're going to get sick, you're going to get sick!" *(laughs)* Like "I can't. There's nothing I can do to stop that from happening!" *(laughs)* But, you know, I think all the precautions really make a difference.

CONOR 00:14:27: And you alluded to the fact that they have switched to backloading the bus instead of front loading the bus and that there was the gradual adoption of masks by the operators, and then some debate about the shield. Have you all been able to establish or maintain social distancing? And how, if you didn't always have [that] equipment. How has that evolved over time?

TERSA 00:14:55: With co-workers? I just try to spend as little time as possible at the base around people and they do have it taped off and ask you to social distance. Whether or not that happens or not is another story! Even the shields at work went in so much later than— I want to say they got a window shield in June for where we sign in, and, you know, they had those at Lowe's [Home Improvement Store] almost the second week, comparatively. And then you pretty much are able to distance at work on the bus. I think it can be trickier for passengers, but they put down— They put down the signs in different seats to try to keep people from sitting next to each other, and so depending on the bus size— For a 40 foot bus, you can have 12 passengers, and then for a 60 foot bus, you can have 18 passengers and then they can put a "full coach" [sign] and pass people up because it would be unsafe after that point. *(laughs)*

CONOR 00:16:28: Wow. What's the fare practice now? You said at first they had waived it, how are they doing that now?

TERSA 00:16:35: We haven't been collecting any fares since March. So I'm sure that impacts the budget. I know it's not like their main source of income, but it's gonna have its effects. *(laughs)*

CONOR 00:16:52: Do you have any sense about how your work and how your exposure during the pandemic compares to your colleagues that are in the same industry that aren't represented by a union?

TERSA 00:17:10: You mean like other bus drivers and other cities or?

CONOR 00:17:14: Well, ones that don't have a union to represent them? Because it seems like you've been describing the union as playing an advocacy role about health and safety. And I'm curious if you

happen to know of anybody who isn't a member of a union who does the same job and what their impressions are?

TERSA 00:17:30: I don't really know that many. If you're familiar whether or not Spokane has a union, I know that they—I was there in August and I know that they have shields (*laughs*) and are boarding at the front again. So whether or not (*laughs*) they got it because they didn't have a union I don't know. I sometimes think that the union also hinders the process because sometimes the— Not the union itself, they're there for your safety, but each person that's testing it is saying that "there's too much reflective glare, and it's unsafe to drive with this thing." And I think at some point you just have to be like, "This is what we got to work with! (*laughs*) And try to make it as safe as you can!"

CONOR 00:18:26: Wow, that's particularly interesting, because Seattle seems like it's the hotbed of the pandemic, and here Spokane has the shields in place way earlier? (*laughs*)

TERSA 00:18:35: I know! Bizarre!

CONOR 00:18:37: Wow. Yeah. Did you yourself or do you not have anybody who accessed any government or community support due to the pandemic?

TERSA 00:18:52: No- Do I know like friends that accessed?

CONOR 00:18:55: Yeah, I'm wondering if you have any concept of that. I'm mostly asking about whether you and your family accessed any of that due to the pandemic?

TERSA 00:19:09: I don't think we really needed to. Both me and my partner are still employed at the same rate. He stays home from work and works from home primarily— Has to go into the office like once a week, just to deal with packages, and so we've been pretty fortunate as far as that's concerned. We do have two kids and so staying at home—everybody being homeschooled now is a different thing. I think they've pulled it together this year, comparatively, to the last school year. We just started a couple days ago, but it seems a lot more on track now that they've had some experience with this.

CONOR 00:20:01: Do you mean the education system has pulled it together or your kids seem like they're more adapted to it now?

TERSA 00:20:09: Oh, the educational system. It was— Like they didn't have a plan, which is understandable; it's not something you can necessarily foresee that you're going to be doing everything over Zoom calls and (*laughs*) trying to figure out how to teach math over the internet. (*laughs*) So I had to quickly relearn geometry and algebra so I could teach my 15—14 year old at the time—how to do it!

CONOR 00:20:43: Well, that's a really good point. You know, there's different types of work and you and your partner both have had to shift to providing childcare and teaching as part of this pandemic, right? Can you talk a little bit about what that's been like to try to accommodate that and what it's been like in your household to be able to evolve into that practice?

TERSA 00:21:05: A little stressful (*laughs*) Just trying to be— I've been lucky that I picked this job so that I could be kind of a stay-at-home mom at the same time as a working mom. The downside of that being that I sometimes have to work very early shift, and what that would allow me to do is then if school is in session, then I could nap during the day and help them out. But that's not the case right now so then I have to like just be kind of "on" when they need me. But like I said, it has improved greatly. And so they have more structure to their day. And even though— And they have to take attendance, so they have to show up for their Zoom meetings that happen, I think, twice a day right now. And then maybe more as, as we go along for math and other things.

CONOR 00:22:14: That's good to know, because I'm gonna interview some teachers as part of this project, so to get that context is really important. I should probably ask you: what routes do you drive and what shifts do you normally work? And what geographic areas are those routes?

TERSA 00:22:31: Well, I change all the time. Right now, I'm driving the 5 and 21, and I wake up at a quarter to five, so that I can get to work at 6am so that I can go pick up the first person theoretically, at— Is it seven? About seven. And a lot of times— There weren't a lot of people going in right away, but there were a lot of frontline workers also taking the bus. Like people in nurse's scrubs and going to work! That's sort of my ideal, but in order to make health benefits, I need to work four hours or more a day, or 20 hours a week, to get my benefits fully covered, which is something else the union fought for way before I came along, which is great that they offer that part-time employees but then the downside of that being that for my situation where I have to work mornings, if you want a four hour piece or more, it's usually going to be much earlier in the morning, like at 4 a.m.! (*laughs*) So next shakeup, which will happen here in a little bit, I'll have to start getting up at 3:15 to go to work!

CONOR 00:24:08: Wow. (*laughs*) You touched on this, but what does your average day look like? Like, in terms of— you talked about the times and when you might drive. What does it look like from the time you leave the house, to when you enter the base, to when you drive?

TERSA 00:24:27: What? When I'm driving?

CONOR 00:24:32: Yeah— If you'd walk me through: what's a typical day like, of driving?

TERSA 00:24:41: I usually just have two runs that I do, and they could be long and then you have a break in the middle that could be anywhere from 10 minutes to a half hour, depending on your layover. Often, though, when you're at a layover, you'll have to pull your bus up to make room for the other

buses, so you're on a break but you also have to be aware of other people, not just block the whole area. Sometimes, I think my body was—that driving a bus is hard on your body, even when it's "just" four hours a day. So I'm amazed when people are full-timers, and then they ask for more work on top of their work and— You've gotta keep healthy somehow. Take walks on your breaks, and yeah—

CONOR 00:25:34: Yeah. Can you talk a little bit about how it's hard in your body, what the experience is like?

TERSA 00:25:41: Well, I was having trouble with my hips last year, just from the constant motion of going back and forth, I think, between the accelerator and the brake. And if you aren't really good with your posture, like if you reach to take the giant wheel around and that's like hard on your upper back and you can get back pain that way. So you have to just stay in shape and be healthy and aware of what's happening to your body, I think.

CONOR 00:26:18: Did you get sick or do you know anybody else who got sick during the pandemic?

TERSA 00:26:24: I don't know anybody personally, but I know that about 30 drivers got COVID and have mostly recovered. Two drivers died from COVID and COVID-related stuff in our thing and I think maybe one mechanic, but I'm not sure about the mechanic.

CONOR 00:26:48: Do you mean that the mechanic died or got sick too?

TERSA 00:26:52: I think died as well.

CONOR 00:26:56: Why do you think they got sick? Was it because of exposure? Did they not have the protective equipment?

TERSA 00:27:06: I'm not sure. I think it's just the amount of exposure.

CONOR 00:27:13: Yeah, that makes sense. Yeah. Looking back on the last six months or so of—of fun times —(*laughs*) What has been the most challenging about all of it?

TERSA 00:27:26: Oh, yeah. (*laughs*) I think it's just trying to keep a good headspace and remaining positive in a time that's so uncertain.

CONOR 00:27:43: Have you ever been quarantined during this time? Were you ever quarantined, or was your household quarantine to a degree?

TERSA 00:27:52: Not really. I did kind of self-quarantine before going to visit my elderly parents where I took two weeks and I used one of my weeks of vacation to not go anywhere. And so, that isn't two

weeks, but I was like, "This is what I can give you." (*laughs*) And I really felt like I needed to see my parents because my dad has dementia, and it feels like he's going downhill kind of fast. So it felt important.

CONOR 00:28:25: Yeah, so you also had eldercare to contend with as well as childcare and education and work— (*laughs*) yeah—

TERSA 00:28:32: Yeah. Luckily, I had a partner working from home and I could leave the kids with during the summer.

CONOR 00:28:40: Did you ever feel like your housing situation was at risk during the pandemic?

TERSA 00:28:47: Nope. But luckily— But I know lots of people that have had problems getting unemployment and I feel— Like bartenders and people that— they want to go back to work, but they can't.

CONOR 00:29:07: It sounds like you've been working steadily pretty much the same hours, but I was wondering if you'd lost or gained any hours due to the workload of the pandemic?

TERSA 00:29:18: Um, no. I think they had to pay the drivers even when they didn't— even when they cut their shifts, so— Yeah, I didn't have any loss.

CONOR 00:29:33: How has this pandemic changed your social life? Have you had any like online or socially distant hangouts and what's shifted because of it?

TERSA 00:29:43: We have. We tried to do an online game thing. I think Jackbox was one of the tools. We've had people come and just stand at the door. A friend of mine made me my first mask for the riding the bus and she delivered it and we just hung out and talked at the front door six feet—you know—or so away. I have met up with people to go walking, but I keep that pretty limited even and my partner is very aware and isolated, compared to me, even. Doesn't want to be— I think I was in denial at the beginning of this whole thing and I just went to the store as often as I always went to the store, but I definitely have noticed the lack of social stuff as far as— I like to go out dancing, and that's not available at all. I tried to do an online dancing and that is just not the same. (*laughs*) You can try, but it's just not the same and I used to like exercise, was at the community center on a regular basis and now I kind of do the same routine but with YouTube videos. (*laughs*) It's different. Yeah.

CONOR 00:31:12: What has the passenger response been to masking? And do you have any recourse or ability to make people wear masks? Have they been wearing them? How's that worked over time?

TERSA 00:31:24: I don't think they did right away. And it wasn't really until like it became mandatory through the state or announced through the city that this is what we're going to do that people really got on board. And then I haven't had as many issues. Sometimes people wear them like, more around their chin if they're talking on the phone or something. But generally, everybody has one that I've been dealing with now, even homeless people. I think they had talked about putting disposable masks on the bus for people, but that hasn't happened yet, so— But luckily, yeah, I think for the most part, my situation is pretty good. I don't know about night drivers or— Different routes probably are different, comparatively. *(laughs)*

CONOR 00:32:23: Yeah, I've heard some stories that either can sometimes be a contentious relationship with passengers and that bus drivers can—or operators—can sometimes be in danger anyway, even when there's not a pandemic. So I was just curious about that.

TERSA 00:32:39: Yeah, they've talked about having a shield for years just for driver protection! And they kind of have always gone back and forth on whether or not that that was going to happen. But yeah, I think if you try to argue with somebody about anything that's just gonna escalate and that's something that they advised against during training. Like if somebody doesn't have the fare, you're supposed to just state it once, if you feel comfortable doing so, but it's— It's not a hill I would want to die on so— *(laughs)*

CONOR 00:33:20: Well, you alluded to the fact that you all were in contract negotiations right before or right during the beginning of this and that you have the job action of the mail writing campaign, the mail-in campaign. Did you have any other job actions around any of that— any other stuff that you can remember during the pandemic?

TERSA 00:33:45: No, I don't think for this. I know there was some racial stuff right around—in June—but outside of that, I think that was the only write-in stuff was to encourage the Council to vote our way *(laughs)* and support their drivers and they were all pretty like union positive.

CONOR 00:34:16: Well, you touched on something that I was actually going to bring up, too. We are in this amazing civil rights moment that kind of emerged at the same time, or out of the pandemic, maybe, because everybody was unemployed. Can you describe how you or your union were involved or impacted by the Black Lives Matter movement?

TERSA 00:34:38: Well, I personally was really distraught over a lot of this and I was trying to make a stand. I've heard a lot of things in my union where they try to not talk about race and it's sort of disheartening. So, one time in June, I wrote a post for our transit blog, our transit thing in Facebook. And it was talking about why it's important as a union to support Black Lives Matter, because it's a civil rights violation when racism exists, both in the workplace and in life and in general and people— it just blew up because there's so many racists that my work apparently! *(laughs)* And I was not prepared for

that, and I think a lot of my black co-workers have been telling me this has been a problem for years and I just didn't know that it was as bad as it was. (*laughs*)

CONOR 00:36:03: Wow. So you're seeing—this identifies and highlights the systemic issue that you've been noticing in union for a long time, or your workplace, at least? I'm kind of conflating it. This is something that exists in the workplace, and you posted it in your transit blog for your union. Are you saying that you feel like the union has also the problem of racism or that it just hasn't proactively addressed it in a way that it needs to because it exists so prevalently in the workplace?

TERSA 00:36:36: I think probably the latter, but I'm not sure if it could be the former. That's my general feel, that it's just not— There's a larger percentage of black co-workers that I have as a bus driver, and I think that's great, but then they also don't feel supported when it comes to bringing racism to the Chief and then trying to get things resolved and nothing comes of it. And so they're like, "Well, I would like to see you guys, with your letter writing campaign, also write letters on our behalf for that." But that's harder to know unless there's somebody to lead you and say, "This is what happened. This has happened this many times." Or, you know, "This happened to me personally, this many times. With no result." As somebody that isn't affected by that you don't know how often it's happened.

CONOR 00:37:47: Yeah. You mentioned how you felt like the Metro Transit workforce itself was just like Seattle and it was a cross section of different, you know, geography, ethnicity, experiences. Can you characterize, in general, your sense of— Is there a particular breakdown of ethnicity or more workers of color as operators versus like the people who work in the shop or the people who clean the buses or whatever, how does that really comport itself? How does that break down?

TERSA 00:38:28: I don't know, in comparison, to other— I've seen statistics like from male to female and different ethnicities, and I know in general population terms, that there's more black bus drivers than the general population. And I think it's like a third women, not as many women as— Yeah!

CONOR 00:39:00: You talked a little bit about deep cleaning of the buses. Can you describe what you know about the evolving practices relating to deep cleaning or sanitizing the buses during the pandemic?

TERSA 00:39:14: As far as I know, they started taking each bus once a day and doing a deep clean for each bus, which involved— I know they hired more cleaning crew to make that happen, and sometimes I'll go out in the morning and it might still be—they might still be finishing up and smell very clean.

CONOR 00:39:46: Yeah. You get a fresh bus in the morning! (*laughs*)

TERSA 00:39:47: Yeah. Better than a wet dog smell!

CONOR 00:39:54: Yeah, I guess it in a moist place like Seattle. It could get pretty steamy. You know? How do you think life will be different after this? *(laughs)*

TERSA 00:40:10: I'm not sure, but I think people having to work together will figure out a few things in regards to like the economy and safety nets that we need to put in place for people. I think people will be— Masks will become more common and it won't be as big of a deal, like it's already been that way in some Asian countries. But we'll see, I guess.

CONOR 00:40:43: What has surprised you most about this this period of time?

TERSA 00:40:52: For me, it was how long it took Metro to implement certain things— But I don't know—I don't know what else. It's just like a constant stream of stuff. *(laughs)*

CONOR 00:41:14: Just out of curiosity, have you had any positive experiences from the pandemic?

TERSA 00:41:21: Oh, yeah. At the beginning, people would wave to the bus drivers and stuff because they were thankful and appreciated essential workers. I think it's kind of worn its course a little bit, but I've seen people come together around stuff. Dick's Burgers—they were donating food to different groups of people. I think they did for the bus drivers one time, too. So in that way, it's been cool. I know the people at Lowe's were getting \$2 more an hour, hazard pay an hour. I don't know if that's still true, but they're probably doing pretty alright, with everybody staying at home working on their yards and their gardens and— *(laughs)*

CONOR 00:42:17: Yeah! Are there any thoughts, other thoughts that you'd like to share? What have I missed that I should really have asked you about, or I should have asked, that you want to talk about?

TERSA 00:42:33: I don't know if I can think anything. *(laughs)*

CONOR 00:42:36: Is there anything that you think I should ask other drivers or other mechanics and people who I interview as part of the project?

TERSA 00:42:50: I think you're doing a great job just finding out like how long somebody has, their exposure rate, or— You're pretty thorough. *(laughs)*

CONOR 00:43:08: Well, thank you so much. I really appreciate you giving your time to be interviewed. I'm going to stop the recording now and I'll thank you after, off the record, okay?

TERSA 00:43:18: Okay.